

Understanding Diversity

Understanding Diversity

- **OVERVIEW:**

- 1. Define the concept and four layers of diversity
- 2. Interpret the concept of diversity and its relationship to unit readiness
- 3. Identify the four basic elements of managing diversity
- 4. Distinguish diversity management implementation strategies

Understanding Diversity

- **DIVERSITY**

- **Diversity is a composite of racial, gender, ethnic, national origin, cultural, attitudinal, socioeconomic, and personal differences**

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• THE FOUR LAYERS OF DIVERSITY

- Personality**
- Group of Internal Factors**
- Group of External Factors**
- Organizational Influences**

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- **DIVERSITY & UNIT READINESS**

- **PERSONNEL PIPELINE**

- **MILITARY PERSONNEL**

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- **ELEMENTS OF MANAGING DIVERSITY**

- **Value Diversity**
- **Communications**
- **Change**
- **Power**

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- **COMMUNICATIONS**
 - **Exclusionary Language**
 - **Language using Race & Ethnicity**
 - **Cross-cultural communications**
 - **Bilingualism**

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• IMPLEMENTATION STRATEGIES AT THE INDIVIDUAL LEVEL

- treat people as individuals**
- be flexible in communication**
- respect differences**
- be objective**
- recognize individual strengths**

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• IMPLEMENTATION STRATEGIES AT THE WORK TEAM/MANAGEMENT LEVEL

- approach everyone as individuals**
- understand cultural tendencies**
- appreciate different perspectives**
- use equal performance standards**
- confront behaviors**

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- **IMPLEMENTATION STRATEGIES AT THE ORGANIZATIONAL LEVEL**

- **review internal practices**
- **change the organizational culture**
- **have a supported vision and goal**

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- **SUMMARY**

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